

Article 2.11

Shift Differentials

Concerns: Shift Differential is paid for the inconvenience to family and home life of working on shifts other than the day shift. The night shift, additionally, takes a physical toll on employees. The City recognizes the importance of compensating employees differently for night shift for police officers, but not for other employees.

- I. In addition to their regular salary, SEIU/CVEA represented employees shall receive extra compensation of \$80 per biweekly pay period (one time per pay period) under the conditions listed below. Under no circumstances shall an employee receive compensation for more than one of these conditions during any one pay period:

A. When scheduled to work a majority of their shift after 5 p.m. or before ~~8 a.m.~~ 11 p.m. for a majority of a work week. (~~after 6:00 a.m.~~ 4:00 p.m. and before midnight in Public Works)

B. When regularly scheduled daily work shifts are split by two or more consecutive hours for a majority of a work week.

C. When regularly scheduled shifts result in split shifts which do not allow for two consecutive days off.

II. In addition to their regular salary, SEIU/CVEA represented employees shall receive extra compensation of \$160 per biweekly pay period (one time per pay period) under the conditions listed below. Under no circumstances shall an employee receive compensation for more than one of these conditions during any one pay period:

~~C.A.~~ When scheduled to work a majority of their shift after 11 p.m. or before 8 a.m. for a majority of a work week. (after 11:00 p.m. and before 6:00 a.m. in Public Works)

~~H.III.~~ A night shift differential shall not be paid for standby duty.

~~III.~~IV. Notice of Change in Work Schedule

The City will strive to give at least fourteen calendar days (14 calendar days) notice to employees when management initiates a change in an employee's work schedule except cases of emergencies.

Results: This proposal acknowledges the difficulty of working night shifts for employees and their families by paying a night shift differential. It also achieves parity with the Police Officers Association since shift premiums are not dependent on job title but rather the impact on the employee and his/her family.